

Parental Leave



School Committee Proposal

- 12 weeks paid parental leave (60 days)
- ALL parents eligible for same leave (60 days)
- 12 days provided by district (full salary); 48 days paid using personal sick days (full salary)
 - *Employees are granted 15 sick days each year. Unused sick days roll over each year*
- If an employee exhausts accumulated sick time, the employee is paid for remaining days (up to 60) at 50% of daily rate.



Massachusetts PFML

This proposal is modeled after the PFML (Massachusetts Paid Family Medical Leave) PFML law allows either parent to take up to 60 days paid leave at a percentage of full salary (at 60–80%), up to a maximum of approximately \$1,150 per week. The PFML requires all employees to pay for the benefit through payroll deductions.